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OCA 88-0752
14 March 1988

MEMORANDUM FOR THE RECORD

SUBJECT: Briefing on Agency EEO Program for Calvin Humphrey,
HPSCI Staff

25X1 1. On 11 March, Ted Price, Robert Fitzgerald and [] from the Office of Personnel briefed Calvin Humphrey, HPSCI staffer, on the Agency EEO program. The briefing was requested by Humphrey who wanted more detailed information than was contained in the annual EEO report submitted by the Agency in January.

2. Humphrey was provided detailed material (record copy held by OCA registry) on the following EEO programs:

- The Minority Symposium.
- Summer Fellowship Program.
- Tuition Assistance Program.
- Upward Mobility Program.
- Federal Womens Program.

25X1 3. Humphrey was given a verbal status report on the SPO program and was informed that [] former FPO's applied for SPO positions. Two were referrals. Of the [] were 25X1 minorities. All [] were offered salaries higher than what they 25X1 were earning as FPOs. Currently [] are on duty, [] were 25X1 disqualified for medical or security reasons, and [] withdrew 25X1 their applications. Of the [] who entered on duty, [] are minorities.

4. Fitzgerald, when asked, informed Humphrey that the Agency averages about 35 EEO complaints a year, most of which are settled informally. He also reported that the Agency had introduced an EEO course for managers which has been well received by all.

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5. Using some of the same materials and viewgraphs presented to senior Agency managers at the early March off site meeting, Price went over the number of minorities in each minority category. (Record copy of viewgraphs held by OCA registry). Price emphasized the progress the Agency has made over the past ten years, and the improvements the Agency expects to realize in the next few years as a result of minority recruiting efforts. Humphrey indicated that he was both pleased and impressed with the accomplishments and current efforts to improve recruitment. Humphrey requested additional information which we agreed to provide him. The information requested is:

- The number of EOD's in the Minority Undergraduate Program and the academic discipline of each.
- Breakdown of minorities by directorates.
- Promotion breakdown by individual minority subgroup for FY 1987.
- Breakdown of EEO budget.
- Explanation as to why black professionals who entered in 1987 started at an average salary of \$3K below other minority groups.
- List of colleges and universities in New Mexico where recruiters visited last year.
- Copy of Price viewgraphs used in briefing. (Sent 11 March 1988).

6. I provided a breakdown of the minorities who attended the 1987 runnings of the Office of Logistics' Blue Color Mid-Career Course.

7. Overall, Humphrey seemed impressed with the results and informally told me on the way out of the building that he was pleased with the progress and what he sees as the Agency commitment to hiring and advancing minorities. Humphrey would like to have Rep. Richardson (D-NM) receive the same briefing. He also indicated that he would provide me with any questions that Committee Members will ask [redacted] during his testimony on 16 March.

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cc: DDA
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